

# School uniform policy

## Nevill Road Junior School



**Approved by:**

Curriculum and  
Standards Governors

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### 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

### 2. Our school’s legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the headteacher who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for school uniform

### 4.1 Our school's uniform

<b>Standard Uniform</b>	<ul style="list-style-type: none"> <li>• Grey/Black pinafore dress / skirt / trousers</li> <li>• Royal Blue sweatshirt / cardigan (<i>Branded or unbranded</i>)</li> <li>• Short sleeved white polo shirt</li> <li>• Grey/black tights</li> <li>• A warm outdoor coat (embroidered fleeces and waterproof coats are available)</li> </ul>
<b>Summer Options</b>	<ul style="list-style-type: none"> <li>• Summer dress in blue/white check</li> <li>• Classic cut grey shorts / skirt</li> </ul>
<b>Footwear</b>	<ul style="list-style-type: none"> <li>• Children should wear sensible black, non-branded shoes or trainers (<i>not boots, or footwear with any kind of platform heel</i>) that are suitable for a</li> </ul>

	<p>busy, active day at school with fastenings that reflect pupil capability i.e. Velcro if unable to do shoelaces.</p> <ul style="list-style-type: none"> <li>Wellington boots may be worn to school but children must have their school shoes to change in to.</li> </ul>
<b>Swimming Kit</b>	<ul style="list-style-type: none"> <li>Swimming trunks or swimming costume and swimming cap</li> <li>Towel</li> <li>Goggles are not required unless there is a medical need</li> </ul>
<b>PE</b>	<p>Pupils should come to school wearing PE kit on PE days, these will change termly and be communicated via school spider ahead of time.</p> <ul style="list-style-type: none"> <li>Plain white T shirt</li> <li>Black shorts / cycling shorts</li> <li>Navy Jumper for outdoor PE</li> <li>Plain black Plimsolls/trainers</li> </ul>
<b>Jewellery, Hair and Make Up</b>	<ul style="list-style-type: none"> <li>The wearing of jewellery is not appropriate for school and is not permitted except when it is worn for religious reasons.</li> <li>Although not encouraged, if your child has pierced ears then small studs may be worn. No other type of earring is acceptable due to health and safety reasons. Children must be able to remove them themselves in order to take part in PE lessons.</li> <li>A watch may be worn. (smart watches are not permitted)</li> <li>Extreme hairstyles are not appropriate for school. For health and safety reasons and to ensure it does not distract from learning, we advise that long hair be tied back with a bobble. Any plain clips and hairbands must be discreet and only used to secure hair away from the face.</li> <li>Children should not wear make-up and should not have their nails painted. They should not wear false nails.</li> </ul>

#### 4.2 Where to purchase it

All embroidered/badged items can currently be purchased from Monkhouses Cheadle Hulme or via their website [www.monkhouse.com](http://www.monkhouse.com) and Davensports in Davenport.

All other items are widely available from uniform stockists or high street shops.

Second-hand uniforms can benefit all parents, particularly those on low incomes. In addition, by extending the life of garments, it is more sustainable.

Second hand uniform is available from the PTA via their web store <https://friends-of-nevill-road-schools.sumupstore.com/>

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact the headteacher if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by our behaviour policy.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

#### **5.4 Governors**

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

#### **6. Monitoring arrangements**

This policy will be reviewed every three years by the Headteacher. At every review, it will be approved by the Resources Committee.

#### **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy